



The City Of
Scottsdale, Arizona
Is Seeking Its First
Stormwater Management Director

THE COMMUNITY

Scottsdale, Arizona, is renowned as one of the most livable cities in the country and widely recognized as an outstanding community in which to live, work, and raise a family. It is also a community of remarkable contrasts. Famous as a desert resort destination nestled in the splendor of the Sonoran Desert, it is also a working city that draws employees from around the Phoenix metro area and is home to several progressive corporations and businesses. It



combines a casual Southwestern style with a sophisticated arts community. Scottsdale remained a small town from its founding in 1888 until it was incorporated as a city in 1951. Like much of the Phoenix metropolitan area, it has seen periods of intense growth during the post-World War II years. In the 1990s, Scottsdale embarked on an ambitious program to set aside a third of the City – nearly 60 of the City’s 184.5 square miles, as untouched desert open space.

Growth and preservation have brought the City to an historic transition point: available land for the type of large-scale, planned community development that has characterized development since the 1970s is nearly gone. Growth is slowing and attention is now shifting to high quality infill and revitalization projects that are compatible with adjacent neighborhoods and the City

Council’s paramount consideration for “quality of life” for residents and visitors.

The City’s ability to manage its growth, build a sustainable economy, maintain its mature areas, and fund desert preservation stems from a tradition of citizen involvement and long-range planning in city government and the community. Scottsdale’s “visioning” programs date from the early 1960s and produced Arizona’s first general plan. Scottsdale’s integrated strengths in quality of life, community involvement, economic development, and overall citizen satisfaction are just some of the reasons that the City is regularly cited in surveys and competitions as an outstanding place to live, raise a family, conduct business and visit on business or pleasure. Please visit www.scottsdaleaz.gov for more information on the City of Scottsdale.

CITY GOVERNMENT

Scottsdale City government is a full-service Charter municipality with over 2,500 employees that operates under the council/manager form of government. The Mayor and six Council members comprise the elected leadership, and are responsible for appointing six Charter Officers: the City Attorney, City Auditor, City Clerk, City Judge, City Manager, and City Treasurer. The City Council also appoints citizen volunteers to participate on over two dozen advisory boards and commissions.

The City Council has established and recently updated the following Mission and Goals to reflect the priorities of the City Council, shape the budget and guide strategic planning and performance in all departments.

City Council Goals

- **Neighborhoods.** Enhance and protect a diverse, family-oriented community where neighborhoods are safe, protected from adverse impacts, and well-maintained.
- **Preservation.** Preserve the character and environment of Scottsdale.
- **Transportation.** Provide for safe, efficient and affordable movement of people and goods.
- **Economy.** Position Scottsdale for short and long-term economic prosperity by stabilizing, promoting, strengthening, stimulating, expanding and diversifying our economic resources.
- **Fiscal and Resource Management.** Ensure Scottsdale is fiscally responsible and fair in its management of taxpayer money and city assets, and coordinates land use and infrastructure planning within the context of financial demands and available resources.
- **Open and Responsive Government.** Make government accessible, responsive and accountable so that pragmatic decisions reflect community input and available resources.

Mission

It is the mission of the City of Scottsdale to build citizen trust by fostering/practicing open, accountable, and responsive government; to provide quality services; to provide long-term prosperity; to preserve Scottsdale’s unique southwestern character; to plan and manage growth in harmony with its desert surroundings; and to promote livability by enhancing and protecting its neighborhoods. Quality of life for residents and visitors shall be the paramount consideration.

The City of Scottsdale is a “values-centric” organization that takes pride in delivering high quality public services. Consistent with the City Council’s mission and goals, City employees have established the following employee values to characterize the “Scottsdale way of doing things”:

- Plan and Innovate for the Future
- Listen, Communicate, Take Action
- Respect the Individual
- Collaborate as a Team
- Learn and Grow Continuously
- Focus on Quality Customer Service
- Be Accountable and Act with Integrity
- Show Caring and Compassion for Others

The City of Scottsdale is widely recognized as an outstanding organization, with a rich tradition of innovation and excellence in public services. Citizen satisfaction with City services has ranged from 94 – 98% in annual random surveys the past five years.



STORMWATER MANAGEMENT DIVISION

As part of a recent reorganization, the Stormwater Management Division is now part of the Municipal Services Department, which includes Field Services, Fleet Management, Solid Waste Management, and Capital Project Management. The Department’s annual operating budget is approximately \$33 million with a full/part-time staff of 214. The Stormwater Division has an annual operating budget of approximately \$400,000. The Division will initially be staffed with four Stormwater management professionals. The Division currently employs two Stormwater management professionals, with a third to be hired by the new Director. The mission of the Stormwater Division is “to protect the health and welfare of the public from the impacts of flooding by promoting sound floodplain management and the development and maintenance of a cost effective and efficient citywide drainage system”. The Division’s responsibilities include the following:

- Identifying community drainage deficiencies, coordinating stormwater projects, and coordinating communication alerts.
- Coordinate City capital project planning and private development planning by completing the Citywide Stormwater Master Plan.
- Educate and assist the public, neighborhoods and other City departments in floodplain and stormwater management issues.
- Identifying and mapping drainage corridors and watersheds.
- Implement Federally mandated NPDES regulations.

STORMWATER MANAGEMENT DIRECTOR POSITION

The Stormwater Management Director is responsible for the implementation of all of the City’s stormwater and floodplain management programs and services and reports to the Municipal Services General Manager. Key priorities for the Director include:

- Provide leadership to shape and implement a nationally recognized stormwater and floodplain management program.
- Successful implementation of a multi-million dollar CIP.
- Develop effective and collaborative relationships with other city departments and various community and stakeholder groups.
- Committed to developing/empowering staff to achieve their fullest potential.
- Serve as an advocate and contact for regional stormwater and floodplain issues and programs.

IDEAL CANDIDATE

Education and Experience:

The ideal candidate will have the ability to manage and motivate others to meet deadlines and perform at the desired levels. Candidates should be hands-on leaders with a collaborative approach and willingness to develop and mentor a staff of three other stormwater professionals. A broad background in stormwater management and engineering is expected. A Bachelor’s degree in Civil Engineering, Environmental Science and four to seven years of related experience are required. Registration as a Professional Engineer with the State of Arizona or the ability to obtain within one year is required.

Leadership and Management Style:

The City is searching for a Stormwater Management Director with the following leadership and management characteristics.

- Ability to balance visionary leadership with hands-on management on a daily basis.
- Decisive once input has been received and viewpoints are known and understood.
- Ability to develop a strong, results-oriented team.
- Committed to developing an effective working relationship with other city management staff, advisory and support groups, and city leaders.
- Ability to find commonality of interests among divergent views and priorities.
- Committed to a collaborative, hands-on working style with a staff of three.
- Analytical with a willingness to develop collaborative relationships.
- Ability to facilitate public meetings and make strong citizen-friendly presentations.
- Ability to explain technical issues in layman's terms.
- Ability to handle challenges; exceptional professional and technical background.

Competencies and Personal Characteristics:

- High degree of personal and professional ethics.
- Open and accessible with consensus-building skills.
- Fair, unbiased, compassionate, and a good listener.
- Politically astute and able to establish trust with the City Council, other City departments and the public.
- Willing to take risks and attempt innovative solutions.
- Excellent knowledge of stormwater and floodplain management strategies and services.

COMPENSATION

The salary range for this position is **\$81,848 - \$110,323**. While appointment is expected in the middle of the range, placement within the range will be commensurate with the qualifications of the successful candidate. The City provides an attractive compensation and benefits package including:

- Voluntary ICMA Deferred Compensation
- Retirement (Arizona State Retirement System)
- 15 days of vacation annually
- Nine holidays plus one floating holiday annually
- 12 days of medical leave annually
- City paid Life Insurance
- Health Insurance
- Dental Care
- Long Term Disability coverage
- Superior Performance Awards

APPLICATION AND SELECTION PROCESS

To be considered for this exceptional career opportunity, please submit a cover letter with current salary, resume, and list of three work-related references by **Friday, January 7, 2005** to:



Stuart Satow
CPS Executive Search
241 Lathrop Way
Sacramento, CA 95815
(916) 263-1401, Fax (916) 561-7205
Email: resumes@cps.ca.gov
Website: www.cps.ca.gov/search

Following the filing date, resumes will be screened in relation to the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultants in mid to late January. CPS Executive Search will report the results to the City. The City will then select candidates to be invited to participate in interviews in Scottsdale in late January. An offer of appointment will be made following extensive reference and background checks and a final interview.

The City of Scottsdale is an Equal Opportunity Employer and values diversity at all levels of its workforce!